Power BI Visuals Report: Employee Demographics, Stress, and Remote Work Analysis

**Project Overview**

This Power BI project provides a comprehensive employee analysis. The project consists of four main dashboards:

1. Employee Demographics Analysis
2. Employee Stress Analysis
3. Remote Work Analysis
4. The Impact of Remote Work on Mental Health

**Dashboards and Data Analyses**

**Employee Demographics Analysis Dashboard**  
*Key Metrics:*

* Total Employees: 5000
* Average Age: 41
* Number of Job Roles: 7

*Charts and Analyses:*  
a) Number of Employees by Industry (Pie Chart):

* Finance: 14.9%
* IT: 14.9%
* Healthcare: 14.6%
* Retail: 14.5%
* Education: 13.8%
* Manufacturing: 13.7%
* Consulting: 13.6%

*Analysis:* Employees are evenly distributed across industries, with each sector representing approximately 13-15%.

b) Number of Virtual Meetings by Job Role (Horizontal Bar Chart):

* Sales role has the highest number of virtual meetings, followed by Project Manager and Designer roles.

c) Age Distribution by Remote Work (Stacked Bar Chart):

* The 46-55 age group has the highest percentage of remote workers.
* The 18-25 age group has the lowest percentage of remote workers.

**Employee Stress Analysis Dashboard**

*Key Metrics:*

* Average Weekly Working Hours: 39.61

*Charts and Analyses:*  
a) Stress Level by Age Group (Horizontal Bar Chart):

* The 46-55 age group reports the highest number of stress levels (1282).
* The 18-25 age group reports the lowest number of stress levels (556).

b) Stress Level by Job Role (Horizontal Bar Chart):

* The Project Manager role reports the highest stress level (738).
* The Marketing role reports the lowest stress level (683).

c) Stress Level by Industry and Stress Level (Heat Map):

* Finance and Healthcare industries show high stress levels.
* Manufacturing and Education industries show lower stress levels.

**Remote Work Analysis Dashboard**

*Charts and Analyses:*  
a) Remote Work Satisfaction by Age Group (Pie Chart):

* The 46-55 age group reports the highest satisfaction rate (25.64%).
* The 18-25 age group reports the lowest satisfaction rate (11.12%).

b) Remote Work Satisfaction and Work-Life Balance by Age Group (Line and Area Chart):

* The 46-55 age group reports the highest satisfaction and work-life balance scores.
* The 18-25 age group reports the lowest satisfaction and work-life balance scores.

c) Remote Work Satisfaction (Horizontal Bar Chart):

* Dissatisfied: 1677
* Satisfied: 1675
* Neutral: 1648

*Analysis:* Remote work satisfaction is evenly distributed, but the number of dissatisfied employees slightly outnumbers satisfied employees.

**The Impact of Remote Work on Mental Health Dashboard**

This dashboard visually highlights the impact of remote work on employees' mental health. A visual of hands holding a green ribbon represents mental health awareness.

**Key Findings and Recommendations**

1. **Demographic Diversity:**
   * *Finding:* The company has a balanced employee distribution across various industries.
   * *Recommendation:* Maintain this diversity and create cross-functional projects to share knowledge and experience from different sectors.
2. **Age and Remote Work:**
   * *Finding:* Older employees (46-55) are more satisfied with remote work, while younger employees (18-25) are less satisfied.
   * *Recommendation:* Develop remote work support programs and mentorship opportunities for younger employees.
3. **Job Role and Stress:**
   * *Finding:* Project Managers report the highest stress levels.
   * *Recommendation:* Develop stress management training and workload balancing strategies specifically for Project Managers.
4. **Remote Work Satisfaction:**
   * *Finding:* Remote work satisfaction is nearly evenly split.
   * *Recommendation:* Consider alternative work arrangements such as hybrid work models and flexible working hours to increase satisfaction.
5. **Mental Health Awareness:**
   * *Finding:* The company recognizes the impact of remote work on mental health.
   * *Recommendation:* Implement regular mental health check-ins, offer online counseling services, and provide stress management webinars.